



**Testimony in Support of House Bill No. 2771**

**By Trinidad Galdean  
Kansas Society of Human Resource Management – State Council  
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Committee Chairman and Committee Members:

Thank you for the opportunity to appear before you in favor of HB 2771, which proposes to amend the Kansas Age Discrimination in Employment Act so that it consistently exists with federal statutes and regulations.

My name is Trinidad Galdean and I am an employment attorney with Kutak Rock LLP. I am appearing on behalf of over 2,000 members within the Kansas State Council of the Society of Human Resource Management (KS-SHRM) and the Wichita Society of Human Resource Management (Wichita SHRM).

In 1983, Kansas enacted the Age Discrimination in Employment Act, which prohibited discrimination against individuals between 40 and 70 years of age. In 1988, the Kansas Age Discrimination in Employment Act was amended to protect individuals 18 years of age or more.

In order to entice employers to set up their operations in Kansas, the state must maintain laws consistent with applicable federal requirements for all states. Kansas' existing law actually employs requirements that are more restrictive than federal requirements by expanding the federal Age Discrimination in Employment Act to individuals who are 18 years of age or older. The Kansas Age Discrimination in Employment Act should address age in the same manner as federal regulations and the majority of other states. The amendment proposes to bring Kansas statutes into alignment with federal standards by amending the Kansas Age Discrimination in Employment Act to protect individuals 40 years of age and older. Additionally, the proposed amendment provides for explicit language that the statute's intent is to be interpreted consistently with federal regulations.

We respectfully request that the Kansas Legislature follow the lead of federal regulations and implement a consistent application of employment law rather than providing more restrictive requirements on employers.

In conclusion, the members of KS-SHRM and Wichita SHRM appreciate the efforts of the Kansas Legislature in addressing the issues presented before all employers in the State of Kansas. We respectfully request that you support HB 2771 in an effort to maintain consistent application of employment law with federal regulations and with the majority of the other states by amending the Kansas Age Discrimination in Employment Act as provided by HB 2771.